

## **ANALYSIS**

This ordinance amends Title 6 – Salaries of the Los Angeles County Code by:

- Amending Section 6.08.240, Physician Pay Plan special provisions, relating to the physician standby rate;
- Amending Section 6.08.360, special provisions, relating to Manpower Shortage Ranges for two (2) Management Appraisal and Performance Plan (MAPP) licensed pharmacist positions;
- Amending Section 6.08.395, Tier I and Tier II departmental special rates, relating to compensation for two (2) Management Appraisal and Performance Plan (MAPP) licensed pharmacist positions;
- Amending Section 6.08.425, Management Physician E pay schedules, relating to compensation schedules for various medical specialties;
- Amending Section 6.08.445, New Management Physician Pay Plan special provisions, relating to the physician standby rate;
- Amending Section 6.08.450, New Management Physician Pay Plan special credits, relating to compensation for High Desert or detention assignments, and Board certification;
- Amending Section 6.26.040 (County of Los Angeles Salary Tables) to delete Relief Physician Tables (H Schedules, Tables A, B, and C); and

- Amending Section 6.28.050, Table of Classes of Positions, to change the salaries of two (2) non-represented licensed pharmacist positions.

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By: 

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Principal Deputy County Counsel  
Labor & Employment Division

RDB:ctj

Requested: 3/02/16  
Revised: 3/14/16  
3/16/16  
3/24/16

**ORDINANCE NO. \_\_\_\_\_**

An ordinance amending Title 6 – Salaries of the Los Angeles County Code relating to salary and pay practices changes.

The Board of Supervisors of the County of Los Angeles ordains as follows:

**SECTION 1.** Section 6.08.240 is hereby amended to read as follows:

**6.08.240 – Special provisions.**

A. Manpower Shortage. When the eChief eExecutive eOfficer finds, after investigation, that an existing or impending manpower shortage exists in a medical or surgical specialty, he shall submit his findings to the bBoard of sSupervisors and may recommend the establishment of a recruitment rate for a position compensated pursuant to Section 6.08.210 which does not exceed twice the rate established for the position under Section 6.28.050 of this code.

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D. Standby Compensation.

1. Except as provided in subsections D2 and 3, whenever a physician is assigned to standby duty as defined in Section 6.08.190 J, he shall receive \$7.30 per hour during said assignment. Such compensation shall constitute said physician's total compensation during said assignment. Assignment to standby duty requires the prior annual authorization of the chief executive officer. Effective October 1, 2017, the standby rate shall be \$7.67 per hour.

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**SECTION 2.** Section 6.08.360 is hereby amended to read as follows:

**6.08.360 – Special ~~p~~Provisions.**

The provisions of Chapter 6.10 shall apply to Participants except as modified, deleted, or supplemented below. Special rates shall not be included in base salary for the purpose of calculating pay increases.

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**D. Manpower Shortage Ranges.**

1. The provisions of Section 6.10.060 shall not apply to Participants; provided, however, that in addition to all other compensation provided by this code, the ~~e~~Chief ~~e~~Executive ~~e~~Officer may adjust the salary of one or more Participants up to 20 percent pursuant to provisions in Section 6.10.060 when such adjustment is necessary to preserve supervisory pay differentials or to maintain internal pay equity following adjustments in pay for non-participants pursuant to Section 6.10.050 or Section 6.10.060. Such additional compensation may be discontinued by the ~~e~~Chief ~~e~~Executive ~~e~~Officer in the same manner and subject to the same terms and conditions as such pay under Section 6.10.050 may be discontinued for non-participants.

2. In addition to all other compensation provided for in this code, any Participant in the Management Appraisal and Performance Plan who, on September 30, 2013, received compensation pursuant to Section 6.08.360D Subsection 1 and who, on October 1, 2013 ceased receiving such compensation shall, commencing October 1, 2013, receive an offsetting adjustment in salary equal to the

same percentage adjustment previously authorized under Section 6.08.360D subsection 1. The rate or rates established by this provision constitute a base rate. This provision shall not apply to Chief, Pharmacy Services, Med Center (Item No. 5527) or Director, Pharmacy Services, Health Services (Item No. 5536) on or after April 1, 2016.

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**SECTION 3.** Section 6.08.395 is hereby amended to read as follows:

**6.08.395 – Tier I and Tier II Departmental Special Rates.**

Special rates provided in Division 3 of Title 6 of this code shall be applicable to Participants only as specifically provided in this section.

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I. Department of Health Services.

1. Notwithstanding any other provision of this Code, any person employed as Director of Health Services shall be deemed to be a Participant in Tier I of the Plan subject to the same Plan terms and conditions otherwise applicable to Tier I Participants; provided, however, that, in lieu of a designated "R" Salary range, such employee shall be compensated pursuant to a Salary range for which the minimum is not less than the minimum rate for Salary range R21 and the maximum is not more than a rate that is 10 percent greater than the maximum rate for Salary range R25. The Control Point shall be the mid-point between the minimum salary rate and the maximum salary rate.

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3. Effective January 1, 2016, in addition to the compensation provided for in Section 6.28.050, persons employed as Director, Pharmacy Services, Health Services (Item No. 5536) and Chief, Pharmacy Services, Med Center (Item No. 5527) shall be paid additional compensation of five percent. The additional compensation provided by this subsection shall constitute a base rate. This provision shall not be operative on or after April 1, 2016.

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**SECTION 4.** Section 6.08.425 is hereby amended to read as follows:

**6.08.425 – Management Physician E pPay sSchedules.**

A. 1. Management Physicians (Item Nos. 5464, 5465, and 5466) who currently practice no medical specialty shall be compensated as noted below pursuant to the Management E Schedule currently in effect:

Item Number	Title	Management E Schedule
5465	Chief Physician I (No specialty)	E03
5466	Chief Physician II (No specialty)	E05
5464	Senior Physician (No specialty)	E02

## 2. Compensation of Physicians. Management Physicians

(Item Nos. 5456, 5457, 5458, and 5459) in the following specialties shall be compensated on the indicated schedules of the effective Management E Schedule effective November 18, 2015:

Medical Specialty		5456 Sr. Phys.	5457 Chief Phys. I	5458 Chief Phys. II	5459 Chief Phys. III
51	Anesthesiology	<del>E26</del> <u>E28</u>	<del>E27</del> <u>E29</u>	<del>E28</del> <u>E30</u>	<del>E29</del> <u>E31</u>
52	Dermatology	<del>E24</del> <u>E25</u>	<del>E22</del> <u>E26</u>	<del>E23</del> <u>E27</u>	<del>E24</del> <u>E28</u>
53	Emergency Medicine	E19	E20	E21	E22
54	Family Practice	<del>E08</del> <u>E11</u>	<del>E09</del> <u>E12</u>	<del>E40</del> <u>E13</u>	<del>E44</del> <u>E14</u>
55	Int Med-General/ Endocrinology	<del>E07</del> <u>E11</u>	<del>E08</del> <u>E12</u>	<del>E09</del> <u>E13</u>	<del>E40</del> <u>E14</u>
56	Int Med-Cardiology (Invasive)	<del>E22</del> <u>E27</u>	<del>E23</del> <u>E28</u>	<del>E24</del> <u>E29</u>	<del>E25</del> <u>E30</u>
57	Int Med-Cardiology (Non- Invasive)	<del>E44</del> <u>E16</u>	<del>E42</del> <u>E17</u>	<del>E43</del> <u>E18</u>	<del>E44</del> <u>E19</u>
58	Int Med-Critical Care	E19	E20	E21	E22
59	Int Med-Gastro (Invasive)	E22	E23	E24	E25
60	Int Med-Gastro (Non-Invasive)	<del>E07</del> <u>E12</u>	<del>E08</del> <u>E13</u>	<del>E09</del> <u>E14</u>	<del>E40</del> <u>E15</u>
61	Int Med-Hematology/Oncology	<del>E46</del> <u>E17</u>	<del>E47</del> <u>E18</u>	<del>E48</del> <u>E19</u>	<del>E49</del> <u>E20</u>
62	Int Med-Infectious Disease	E07	E08	E09	E10
63	Int Med-Nephrology	E10	E11	E12	E13
64	Int Med-Pulmonary (Invasive)	E12	E13	E14	E15
65	Int Med-Pulmonary (Non- Invasive)	<del>E07</del> <u>E08</u>	<del>E08</del> <u>E09</u>	<del>E09</del> <u>E10</u>	<del>E40</del> <u>E11</u>
66	Int Med-Rheumatology	E07	E08	E09	E10
67	Neurology	<del>E07</del> <u>E10</u>	<del>E08</del> <u>E11</u>	<del>E09</del> <u>E12</u>	<del>E40</del> <u>E13</u>
68	Nuclear Medicine	<del>E17</del> <u>E22</u>	<del>E18</del> <u>E23</u>	<del>E19</del> <u>E24</u>	<del>E20</del> <u>E25</u>
69	ObGyn-General	E19	E20	E21	E22
70	ObGyn-Gynecologic Oncology	E28	E29	E30	E31

71	ObGyn-Maternal/Fetal Medicine	<del>E23</del> <u>E28</u>	<del>E24</del> <u>E29</u>	<del>E25</del> <u>E30</u>	<del>E26</del> <u>E31</u>
72	Otolaryngology	<del>E26</del> <u>E30</u>	<del>E27</del> <u>E31</u>	<del>E28</del> <u>E32</u>	<del>E29</del> <u>E33</u>
73	Pathology	E12	E13	E14	E15
74	Pathology-Forensic	E16	E17	E18	E19
715	Pediatrics	E06	E07	E08	E09
76	Pediatrics—Neonatal/Critical Care	<del>E16</del> <u>E21</u>	<del>E17</del> <u>E22</u>	<del>E18</del> <u>E23</u>	<del>E19</del> <u>E24</u>
77	Physical Medicine and Rehabilitation	<del>E09</del> <u>E14</u>	<del>E10</del> <u>E15</u>	<del>E11</del> <u>E16</u>	<del>E12</del> <u>E17</u>
78	Preventive Medicine	E08	E09	E10	E11
79	Psychiatry	E15	E16	E17	E18
80	Radiology-General/Diagnostic	E29	E30	E31	E32
81	Radiology-Vasc/Int Diagnostic	E32	E33	E34	E35
82	Surgery-Cardio Thoracic	<del>E32</del> <u>E37</u>	<del>E33</del> <u>E38</u>	<del>E34</del> <u>E39</u>	<del>E35</del> <u>E40</u>
83	Surgery-General	<del>E26</del> <u>E31</u>	<del>E27</del> <u>E32</u>	<del>E28</del> <u>E33</u>	<del>E29</del> <u>E34</u>
84	Surgery-Neurological	<del>E32</del> <u>E37</u>	<del>E33</del> <u>E38</u>	<del>E34</del> <u>E39</u>	<del>E35</del> <u>E40</u>
85	Surgery-Ophthalmology	E26	E27	E28	E29
86	Surgery-Orthopedics	<del>E32</del> <u>E37</u>	<del>E33</del> <u>E38</u>	<del>E34</del> <u>E39</u>	<del>E35</del> <u>E40</u>
87	Surgery-Pediatric	<del>E32</del> <u>E37</u>	<del>E33</del> <u>E38</u>	<del>E34</del> <u>E39</u>	<del>E35</del> <u>E40</u>
88	Surgery-Plastic	<del>E34</del> <u>E36</u>	<del>E32</del> <u>E37</u>	<del>E33</del> <u>E38</u>	<del>E34</del> <u>E39</u>
89	Surgery-Urologic	<del>E26</del> <u>E28</u>	<del>E27</del> <u>E29</u>	<del>E28</del> <u>E30</u>	<del>E29</del> <u>E31</u>
90	Surgery-Vascular	E31	E32	E33	E34

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**SECTION 5.** Section 6.08.445 is hereby amended to read as follows:

**6.08.445 – Special provisions.**

A. Manpower Shortage. When the eChief eExecutive officer finds, after investigation, that an existing or impending manpower shortage exists in a medical or



surgical specialty, he or the ~~b~~Board of ~~s~~Supervisors may authorize the establishment of a recruitment rate for a position compensated pursuant to which does not exceed twice the rate established for the position under Section 6.28.050 of this code.

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C. Standby Compensation. Whenever a Physician is assigned to standby duty as defined in K, he shall receive \$7.30 per hour during said assignment. Such compensation shall constitute said Management Physician's total compensation during said assignment. Assignment to standby duty requires the prior annual authorization of the chief executive officer. Effective October 1, 2017, the standby rate shall be \$7.67 per hour.

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**SECTION 6.** Section 6.08.450 is hereby amended to read as follows:

**6.08.450 – Special ~~e~~Credits.**

A. Any persons appointed to the position of Senior Physician (Item No. 5456), Chief Physician I (Item No. 5457), Chief Physician II (Item No. 5458), and Chief Physician III (Item No. 5459), who has obtained certification by the appropriate American Medical Specialty Board in the specialty to which he is assigned, shall receive additional compensation as follows:

1. Any person so appointed who, on June 30, 1979, was receiving credit for three additional steps for board certification pursuant to subsection A of Section 6.08.435 or subsection B of Section 6.08.440 of this Part 4 on said date and who has remained continuously assigned to the specialty for which said credit was

granted shall receive a flat monthly bonus equal to 8.25 percent of the step on the appropriate E Schedule to which he is entitled based upon experience. Such bonus shall only be given for certification in one specialty.

2. All other persons shall receive a flat-rate monthly bonus equal to 5.5 percent of the step on the appropriate E Schedule to which they are entitled based upon experience. Such bonus shall only be given for certification in one specialty. Such compensation shall not be effective before the first day of the month in which the department head notifies the chief executive officer of his eligibility for such credit.

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F. Effective November 18, 2015, any Physician permanently assigned to High Desert Health System shall receive a flat monthly bonus equal to 5.5 percent of the step on the appropriate E Schedule to which the Physician is assigned.

G. Effective November 1, 2015, a Physician employed as a Supervising Mental Health Psychiatrist or Chief Mental Health Psychiatrist permanently assigned to High Desert Health shall receive additional compensation equal to 5.5 percent of the step on the appropriate E Schedule to which the Physician is assigned.

F.H. A Physician employed as a Supervising Mental Health Psychiatrist or Chief Mental Health Psychiatrist, who is continuously assigned to work in a county jail mental health facility supervising the evaluation and treatment of mental patients, during such assignment, shall receive additional compensation equal to 5.5 percent of the step on the appropriate E Schedule to which the Physician is assigned.

I. Upon the transfer of the Los Angeles County Sheriff Department – Medical Services Bureau staff into the Department of Health Services, a Physician in Family Practice or Internal Medicine – General/Endocrinology, who is continuously assigned to work in a County jail health facility, during such assignment, shall receive additional compensation equal to 5.5 percent of the step on the appropriate E Schedule to which the Physician is assigned.

J. Effective November 1, 2015, a Physician employed as a Supervising Mental Health Psychiatrist or Chief Mental Health Psychiatrist, who is certified by the appropriate American Specialty Board in Child Psychiatry, Addiction Psychiatry, Forensic Psychiatry, or Addiction Medicine shall receive additional compensation equal to 2.75 percent of the step on the appropriate E Schedule to which the Physician is assigned.

~~G.K.~~ Any person who ceases to be eligible for any credit provided in this Section 6.08.450 shall cease to receive said credit.

**SECTION 7.** Section 6.26.040 is hereby amended to read as follows:

**6.26.040 – County of Los Angeles Salary Tables.**

RELIEF PHYSICIAN SCHEDULE TABLE  
TABLE A

See Section 6-08.455-F  
Relief Physician-H Schedule  
Hourly Step Rates

Sch Num	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
01	66.83	68.84	70.00	73.03	75.22	77.48	79.80	82.19	84.66	87.20	89.81	92.61	93.75	93.75	93.75	93.75	93.75	93.75	93.75	96.49
02	68.67	70.73	72.86	75.04	77.29	79.61	82.00	84.46	86.99	89.60	92.29	95.06	97.91	100.85	103.87	106.99	110.20	113.50	116.91	120.42
03	68.67	70.73	72.86	75.04	77.29	79.61	82.00	84.46	86.99	89.60	92.29	93.75	93.75	93.75	93.75	93.75	93.75	93.75	96.26	98.12
04	70.66	72.68	74.86	77.11	79.42	81.80	84.26	86.78	89.39	92.07	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.03	97.88	100.82
05	72.50	74.67	76.91	79.22	81.60	84.04	86.57	89.16	91.84	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.79	97.64	100.57	103.68
06	74.49	76.73	79.03	81.40	83.84	86.36	88.95	91.62	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.66	97.40	100.32	103.33	106.43
07	76.54	78.83	81.20	83.64	86.14	88.73	91.39	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.33	97.16	100.08	103.08	106.17	109.36
08	78.64	81.00	83.43	85.94	88.51	91.17	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.10	96.93	99.83	102.83	105.91	109.09	112.37
09	85.31	87.87	90.51	93.22	96.02	98.90	101.87	104.92	108.07	111.31	114.65	118.09	121.64	125.28	129.04	131.25	131.25	131.25	131.25	131.25
10	87.66	90.29	93.00	95.79	98.66	101.62	104.67	107.81	111.04	114.37	117.81	121.34	124.98	128.73	131.25	131.25	131.25	131.25	131.25	131.25
11	87.66	90.29	93.00	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.99	98.87	101.84	104.89	108.04	111.28	114.62	118.05	121.60	125.24
12	90.07	92.77	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.76	98.63	101.69	104.64	107.78	111.01	114.34	117.77	121.31	124.95	128.69
13	95.10	97.95	100.89	103.92	107.03	110.24	113.55	116.96	120.47	124.08	127.80	131.64	135.59	139.65	143.84	148.16	152.60	157.18	161.90	166.75
14	95.10	97.95	100.89	103.92	107.03	110.24	113.55	116.96	120.47	124.08	127.80	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.92	135.87
15	100.40	103.41	106.51	109.71	113.00	116.39	119.88	123.47	127.18	130.99	131.25	131.25	131.25	131.25	131.25	131.25	131.27	135.21	139.27	143.44
16	103.16	106.26	109.44	112.73	116.11	119.59	123.18	126.87	130.68	134.60	138.64	142.80	147.08	151.49	156.04	160.72	165.54	168.75	168.75	168.75
17	106.00	109.18	112.45	115.83	119.30	122.88	126.57	130.36	134.25	131.25	131.25	131.25	131.25	131.25	131.25	134.66	138.60	142.75	147.04	151.45
18	114.09	118.43	121.99	125.65	129.42	133.30	137.30	141.42	145.66	150.03	154.53	159.17	163.94	168.75	168.75	168.75	168.75	168.75	168.75	168.75
19	121.40	125.04	128.79	132.65	136.63	140.73	144.95	149.30	153.78	158.39	163.15	168.04	168.75	168.75	168.75	168.75	168.75	168.75	168.75	173.45
20	124.73	128.48	132.33	136.30	140.39	144.60	148.94	153.41	158.01	162.75	167.63	168.75	168.75	168.75	168.75	168.75	168.75	168.75	173.03	178.22
21	131.69	135.64	139.71	143.90	148.22	152.66	157.24	161.96	166.82	169.75	168.75	168.75	168.75	168.75	168.75	168.75	172.19	177.36	182.68	188.16
22	135.31	139.37	143.55	147.86	152.29	156.86	161.57	166.42	168.75	168.75	168.75	168.75	168.75	168.75	168.75	171.77	176.92	182.23	187.70	193.33

# RELIEF PHYSICIAN H SCHEDULE TABLES

See Section 6-08.455F

Table B—Effective December 1, 2013

Hourly Step Rates

Sch Num	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
01	68.17	70.22	72.32	74.49	76.73	79.02	81.40	83.84	86.35	88.94	91.61	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75
02	70.04	72.15	74.31	76.54	78.84	81.20	83.64	86.14	88.73	91.39	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75
03	70.04	72.15	74.31	76.54	78.84	81.20	83.64	86.14	88.73	91.39	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75
04	71.98	74.13	76.36	78.65	81.01	83.44	85.94	88.52	91.17	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75
05	73.95	76.17	78.45	80.81	83.23	85.73	88.30	90.95	93.68	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75
06	75.98	78.26	80.61	83.03	85.52	88.08	90.73	93.44	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75
07	78.07	80.41	82.82	85.34	87.87	90.50	93.22	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75
08	80.22	82.62	85.10	87.66	90.29	92.99	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75
09	87.02	89.63	92.32	95.09	97.94	100.88	103.90	107.02	110.23	113.54	116.95	120.45	124.07	127.79	131.25	131.25	131.25	131.25	131.25	131.25
10	89.41	92.09	94.86	97.70	100.63	103.66	106.76	109.96	113.26	116.66	120.16	123.77	127.48	131.25	131.25	131.25	131.25	131.25	131.25	131.25
11	89.41	92.09	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75
12	91.87	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75	93.75
13	97.00	99.01	102.90	105.99	109.17	112.45	115.82	119.30	122.87	126.56	130.36	134.27	138.30	142.46	146.72	151.12	155.65	160.32	165.13	168.75
14	97.00	99.01	102.90	105.99	109.17	112.45	115.82	119.30	122.87	126.56	130.36	134.25	138.30	142.46	146.72	151.12	155.65	160.32	165.13	168.75
15	102.41	105.48	108.64	111.90	115.25	118.71	122.28	125.95	129.72	133.25	136.95	140.75	144.65	148.65	152.75	156.95	161.25	165.65	170.15	174.75
16	105.22	108.38	111.63	114.98	118.43	121.98	125.64	129.41	133.29	137.30	141.41	145.65	150.02	154.53	159.16	163.93	168.75	173.65	178.65	183.75
17	108.12	111.36	114.70	118.14	121.69	125.34	129.10	132.95	136.85	140.85	144.95	149.15	153.45	157.85	162.35	166.95	171.65	176.45	181.35	186.35
18	117.29	120.80	124.43	128.16	132.01	135.96	140.04	144.25	148.57	153.03	157.62	162.35	167.22	172.25	177.45	182.75	188.15	193.65	199.25	204.95
19	123.83	127.54	131.36	135.30	139.37	143.54	147.86	152.29	156.86	161.57	166.41	171.35	176.45	181.65	186.95	192.35	197.85	203.45	209.15	214.95
20	127.23	131.04	134.98	139.03	143.20	147.49	151.92	156.48	161.17	166.00	170.95	176.05	181.25	186.55	191.95	197.45	203.05	208.75	214.55	220.45
21	134.33	138.35	142.50	146.78	151.18	155.72	160.39	165.20	170.15	175.25	180.45	185.75	191.15	196.65	202.25	207.95	213.75	219.65	225.65	231.75
22	138.02	142.16	146.42	150.81	155.34	160.00	164.80	169.75	174.85	180.05	185.35	190.75	196.25	201.85	207.55	213.35	219.25	225.25	231.35	237.55

# RELIEF PHYSICIAN H SCHEDULE TABLES

See Section 6-08-455F

Table C—Effective October 1, 2014

## Hourly Step Rates

Sch Num	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
01	69.53	71.62	73.76	75.98	78.26	80.61	83.02	85.51	88.08	90.72	93.44	96.22	99.07	101.87	104.62	107.31	110.00	112.69	115.38	118.07
02	71.44	73.59	75.79	78.07	80.41	82.83	85.31	87.87	90.50	93.22	96.02	98.90	101.87	104.82	107.75	110.66	113.56	116.45	119.33	122.20
03	71.44	73.59	75.79	78.07	80.41	82.83	85.31	87.87	90.50	93.22	96.02	98.90	101.87	104.82	107.75	110.66	113.56	116.45	119.33	122.20
04	73.41	75.62	77.88	80.23	82.63	85.10	87.66	90.29	93.00	95.75	98.55	101.35	104.15	106.95	109.75	112.55	115.35	118.15	120.95	123.75
05	75.43	77.69	80.02	82.42	84.90	87.44	90.07	92.76	95.50	98.29	101.08	103.87	106.66	109.45	112.24	115.03	117.82	120.61	123.40	126.19
06	77.50	79.83	82.22	84.69	87.23	89.85	92.54	95.29	98.08	100.87	103.66	106.45	109.24	112.03	114.82	117.61	120.40	123.19	125.98	128.77
07	79.63	82.01	84.48	87.02	89.62	92.31	95.05	97.84	100.63	103.42	106.21	109.00	111.79	114.58	117.37	120.16	122.95	125.74	128.53	131.32
08	81.82	84.27	86.80	89.41	92.09	94.82	97.59	100.41	103.22	106.03	108.84	111.65	114.46	117.27	120.08	122.89	125.70	128.51	131.32	134.13
09	83.76	86.27	88.84	91.47	94.16	96.90	99.69	102.54	105.39	108.24	111.09	113.94	116.79	119.64	122.49	125.34	128.19	131.04	133.89	136.74
10	85.76	88.34	90.97	93.66	96.40	99.19	101.98	104.77	107.56	110.35	113.14	115.93	118.72	121.51	124.30	127.09	129.88	132.67	135.46	138.25
11	87.81	90.44	93.11	95.82	98.57	101.32	104.07	106.82	109.57	112.32	115.07	117.82	120.57	123.32	126.07	128.82	131.57	134.32	137.07	139.82
12	89.91	92.59	95.31	98.06	100.81	103.56	106.31	109.06	111.81	114.56	117.31	120.06	122.81	125.56	128.31	131.06	133.81	136.56	139.31	142.06
13	92.06	94.74	97.46	100.19	102.92	105.65	108.38	111.11	113.84	116.57	119.30	122.03	124.76	127.49	130.22	132.95	135.68	138.41	141.14	143.87
14	94.26	96.99	99.72	102.45	105.18	107.91	110.64	113.37	116.10	118.83	121.56	124.29	127.02	129.75	132.48	135.21	137.94	140.67	143.40	146.13
15	96.51	99.24	101.97	104.70	107.43	110.16	112.89	115.62	118.35	121.08	123.81	126.54	129.27	132.00	134.73	137.46	140.19	142.92	145.65	148.38
16	98.81	101.54	104.27	107.00	109.73	112.46	115.19	117.92	120.65	123.38	126.11	128.84	131.57	134.30	137.03	139.76	142.49	145.22	147.95	150.68
17	101.16	103.89	106.62	109.35	112.08	114.81	117.54	120.27	123.00	125.73	128.46	131.19	133.92	136.65	139.38	142.11	144.84	147.57	150.30	153.03
18	103.56	106.29	109.02	111.75	114.48	117.21	119.94	122.67	125.40	128.13	130.86	133.59	136.32	139.05	141.78	144.51	147.24	149.97	152.70	155.43
19	106.01	108.74	111.47	114.20	116.93	119.66	122.39	125.12	127.85	130.58	133.31	136.04	138.77	141.50	144.23	146.96	149.69	152.42	155.15	157.88
20	108.51	111.24	113.97	116.70	119.43	122.16	124.89	127.62	130.35	133.08	135.81	138.54	141.27	144.00	146.73	149.46	152.19	154.92	157.65	160.38
21	111.06	113.79	116.52	119.25	121.98	124.71	127.44	130.17	132.90	135.63	138.36	141.09	143.82	146.55	149.28	152.01	154.74	157.47	160.20	162.93
22	113.66	116.39	119.12	121.85	124.58	127.31	130.04	132.77	135.50	138.23	140.96	143.69	146.42	149.15	151.88	154.61	157.34	160.07	162.80	165.53

# RELIEF PHYSICIAN H SCHEDULE TABLES

See Section 6.08.455F

Table D—Effective February 1, 2015

Hourly Step Rates

Sch Num	Step 01	Step 02	Step 03	Step 04	Step 05	Step 06	Step 07	Step 08	Step 09	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
01	70.92	73.05	75.24	77.50	79.82	82.22	84.68	87.22	89.84	92.54	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.52	98.38	101.33
02	72.87	75.06	77.31	79.63	82.02	84.48	87.02	89.63	92.31	95.08	97.94	100.88	103.90	107.02	110.23	113.54	116.95	120.45	124.07	127.79
03	72.87	75.06	77.31	79.63	82.02	84.48	87.02	89.63	92.31	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.29	98.15	101.09	104.13
04	74.88	77.13	79.44	81.83	84.28	86.81	89.42	92.09	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.06	97.91	100.85	103.87	106.99
05	76.94	79.24	81.62	84.07	86.59	89.18	91.87	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.82	97.67	100.59	103.62	106.73	109.92
06	79.05	81.43	83.87	86.38	88.97	91.65	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.59	97.43	100.35	103.36	106.46	109.65	112.94
07	81.22	83.66	86.17	88.76	91.41	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.36	97.19	100.10	103.11	106.21	109.39	112.67	116.05
08	83.45	85.96	88.54	91.20	93.75	93.75	93.75	93.75	93.75	93.75	93.75	94.13	96.96	99.86	102.86	105.94	109.12	112.39	115.77	119.25
09	90.53	93.25	96.05	98.93	101.90	104.95	108.11	111.34	114.68	118.12	121.67	125.32	129.09	131.25	131.25	131.25	131.25	131.25	131.25	131.25
10	93.03	95.82	98.69	101.65	104.70	107.84	111.08	114.41	117.84	121.37	125.02	128.77	131.25	131.25	131.25	131.25	131.25	131.25	131.25	132.91
11	93.03	93.75	93.75	93.75	93.75	93.75	93.75	93.75	96.02	98.90	101.87	104.92	108.07	111.31	114.55	118.09	121.64	125.28	129.04	132.91
12	93.75	93.75	93.75	93.75	93.75	93.75	93.75	95.79	98.66	101.52	104.67	107.81	111.04	114.38	117.80	121.34	124.98	128.74	132.60	136.57
13	100.92	103.95	107.07	110.28	113.58	116.99	120.50	124.12	127.84	131.67	135.62	139.70	143.89	148.20	152.64	157.23	161.94	166.80	171.81	176.96
14	100.92	103.95	107.07	110.28	113.58	116.99	120.50	124.12	127.84	131.25	131.25	131.25	131.25	131.25	131.25	131.25	131.96	135.91	139.99	144.19
15	106.55	109.74	113.03	116.43	119.92	123.51	127.22	131.03	131.25	131.25	131.25	131.25	131.25	131.25	131.31	135.25	139.30	143.49	147.79	152.22
16	109.47	112.76	116.14	119.63	123.22	126.91	130.72	134.64	138.68	142.84	147.13	151.54	156.08	160.76	165.59	168.75	168.75	168.75	168.75	168.75
17	112.49	115.86	119.33	122.92	126.60	130.40	131.25	131.25	131.25	131.25	131.25	131.25	131.25	134.60	138.64	142.80	147.08	151.49	156.04	160.72
18	122.03	125.68	129.46	133.34	137.34	141.46	145.70	150.08	154.58	159.21	163.99	168.75	168.75	168.75	168.75	168.75	168.75	168.75	169.27	174.34
19	128.83	132.69	136.67	140.77	144.99	149.34	153.82	158.44	163.19	168.08	168.75	168.75	168.75	168.75	168.75	168.75	168.75	173.50	178.71	184.07
20	132.36	136.34	140.43	144.64	148.98	153.45	158.06	162.80	167.68	168.75	168.75	168.75	168.75	168.75	168.75	168.75	173.08	178.27	183.62	189.13
21	139.75	143.94	148.26	152.71	157.29	162.00	166.86	168.75	168.75	168.75	168.75	168.75	168.75	168.75	172.24	177.40	182.73	188.21	193.86	199.68
22	143.59	147.90	152.34	156.91	161.61	166.46	168.75	168.75	168.75	168.75	168.75	168.75	168.75	171.82	176.97	182.28	187.75	193.38	199.19	205.16

Note: Refer to the respective Memorandum of Understanding for salary movement after February 1, 2015.

**SECTION 8.** Section 6.28.050 is hereby amended to read as follows:

ITEM NO.	TITLE	EFFECTIVE DATE	SALARY OR SALARY SCHEDULE AND LEVEL	
5527	CHIEF,PHARMACY SERVS,MED CTR	04/01/2015	N23	S13
		10/01/2015	N23	S13
		<del>10/01/2016</del>	<del>N23</del>	<del>S13</del>
		<del>10/01/2017</del>	<del>N23</del>	<del>S13</del>
		04/01/2018	N23	S13
		<u>04/01/2016</u>	<u>N23</u>	<u>S16</u>
		<u>10/01/2016</u>	<u>N23</u>	<u>S16</u>
		<u>10/01/2017</u>	<u>N23</u>	<u>S16</u>
		<u>04/01/2018</u>	<u>N23</u>	<u>S16</u>
5536	DIRECTOR, PHARMACY SERVICES, HS	04/01/2015	N23	S14
		10/01/2015	N23	S14
		<del>10/01/2016</del>	<del>N23</del>	<del>S14</del>
		<del>10/01/2017</del>	<del>N23</del>	<del>S14</del>
		04/01/2018	N23	S14
		<u>04/01/2016</u>	<u>N23</u>	<u>S17</u>
		<u>10/01/2016</u>	<u>N23</u>	<u>S17</u>
		<u>10/01/2017</u>	<u>N23</u>	<u>S17</u>
		<u>04/01/2018</u>	<u>N23</u>	<u>S17</u>



**SECTION 9.** Pursuant to Government Code Section 25123(f), this ordinance shall take effect immediately upon final passage. If this ordinance becomes effective after November 18, 2015, it shall be construed and applied as if it were effective and operative on and after November 18, 2015, except for Section 6 which shall be construed and applied as if it was effective on and after November 1, 2015, and Sections 2, 3, and 8 which shall be construed and applied as if they were effective on and after April 1, 2016.

[608240PBCEO]